

GENERAL REQUIREMENTS
The Michigan Minimum Wage Law Of 1964
1964 PA 154 MCL 408.381 et. seq.

Coverage

The Michigan Minimum Wage Law covers employers who employ 2 or more employees 16 years of age and older.

Minimum Wage

Employees must be paid at least \$5.15 an hour effective September 1, 1997. Tipped employees may be paid a cash wage of \$2.65 an hour provided they receive and report tips which, combined with the cash wage, equal or exceed the minimum hourly rate.

Training Wage

A training wage of \$4.25 an hour may be paid to employees 16 to 19 years of age for the first 90 calendar days of employment.

Overtime

Employees covered by the Michigan Minimum Wage Law must be paid 1-1/2 times their regular rate of pay for hours worked over 40 in a workweek. The following are exempt from overtime requirements: professional, administrative, or executive employees; elected officials and political appointees; employees of amusement and recreational establishments operating less than 7 months of the year; agricultural employees; and any employee not subject to the minimum wage provisions of the act.

Compensatory Time

Employees may agree to receive compensatory time of 1-1/2 hours for each hour of overtime worked. The agreement must be voluntary, in writing, and obtained before the compensatory time is earned. All compensatory time earned must be paid to an employee. Accrued compensatory time may not exceed 240 hours. Employers must keep a record of compensatory time earned and paid.

Equal Pay

An employer shall not discriminate on the basis of sex by paying employees a rate which is less than the rate paid to employees of the opposite sex for equal work on jobs requiring equal skill, effort, and responsibility performed under similar working conditions - except where payment is pursuant to a seniority system, merit system or system measuring earnings on the basis of quantity or quality of production or a differential other than sex.

Enforcement

An employee may either file civil action for recovery of unpaid minimum wages or overtime, or they may file a complaint with the Department of Labor & Economic Growth. The department may investigate a complaint and file civil action to collect unpaid wages or overtime due the employee and all employees of an establishment. Recovery under this act can include unpaid minimum wages or overtime, plus an equal additional amount as liquidated damages, costs, and reasonable attorney fees. A civil fine of \$1,000 can be assessed to an employer who does not pay minimum wage or overtime. Violation of any provision is a misdemeanor.

For more information or to file a complaint, contact:
The Department of Labor & Economic Growth,
Wage & Hour Division at 517-322-1825,
or write P.O. Box 30476, Lansing, Michigan 48909-7976